



**Giffnock Soccer Centre**

[www.giffnocksoccercentre.co.uk](http://www.giffnocksoccercentre.co.uk)

*For Boys & Girls*

# Giffnock Soccer Centre

## Equality and Diversity Policy

### 1. Vision

Giffnock Soccer Centre vision is:

- To increase participation and development of football to the children and adults within our community.

### 2. Mission

The Giffnock Soccer Centre mission is:

- Provide football for children of all ages and adults throughout our community to enable them to develop and flourish in the game of football.
- Support every volunteer to enable them to develop within GSC.
- Expanding the provision of football ensuring the continued growth of grassroots football in our community.

### 3. Objects The objects for which GSC is established shall be:

To promote, maintain, improve and advance, in any way that may be deemed appropriate in the sole discretion of the Committee, without discrimination against any organisation or person for reason of age, gender, disability, ethnicity, language, religion or politics, the game of football in our community and to take all such steps as may be deemed necessary or advisable for:

3.1 improving the quality of playing, coaching and enjoyment of the game;

3.2 protecting it from abuses

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## **4. Our Values**

### 4.1. Diversity

We believe that everyone has some passion, skill or talent that can make a difference to his or her lives and the lives of others.

### 4.2. Inclusiveness

We believe in enabling diverse groups and individuals to access quality football opportunities.

### 4.3. Partnership Working

We believe in working in partnership with others and in the mutual benefits of so doing.

### 4.4. Sustainability

We believe in the long-term benefits of building diversity into our work on a day-to-day basis.

### 4.5. Leadership

We believe in leading by example – by advocating the benefits of diversity through all our services, publications, policies, procedures and practices.

### 4.6. Our Culture

In our ways of working we seek to be:

- Making a difference by drawing on the talents and potential of all.
- Innovative by encouraging creativity and new approaches to work.
- Collaborative by demonstrating respect for others.
- Accountable by taking responsibility for one's own actions so that GSC is true to its values.
- Cost-effective: making the best use of resources, including experience and knowledge.

## **5. Equality and Diversity Policy**

GSC is an equal opportunities employer. This means that all our policies incorporate the endorsement from the GSC's Committee (and Chairperson) to ensure that no unlawful discrimination occurs either directly or indirectly, against any person on the grounds of gender, race, ethnicity, sexual orientation, age, faith/belief, nationality, education or family/marital status.

GSC is committed to the elimination of discrimination, both direct and indirect, in all its services, procedures and practices.

Direct Discrimination is treating a person, on one or more grounds, less favourably than others would be treated in the same or similar circumstances.

Indirect Discrimination is applying a requirement or condition that, although applied equally to all persons, is such that a substantial proportion of a particular group could not comply with it and which cannot be shown to be justifiable.

## **6. Legislation**

Equality and Human Rights in the UK are underpinned by a piece of legislation introduced by the Labour Government in 2010 aptly named – The Equality Act (2010).

The Equality Act (2010) brought together several pieces of legislation which had developed over decades to protect minority or vulnerable groups. These include:

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976
- the Disability Discrimination Act 1995
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Age) Regulations 2006
- the Equality Act 2006, Part 2
- the Equality Act (Sexual Orientation) Regulations 2007

## **7. Diversity**

- 7.1 GSC believes that Diversity broadens the concept of equal opportunities beyond the issues covered by the law. It recognises that people have different abilities to contribute to organisational goals and performance, and that the visible and non-visible differences between people can also lead to differences in experiences, values, attitudes, ways of thinking, behaving, communicating and working.
- 7.2 GSC believes that valuing diversity can be a resource because it can produce many business benefits for the organisations which relate to recruitment, new ideas, credibility and membership. GSC believes that:
- 7.2.1 The lives of all human beings are of equal value, and everyone should have an equal right to access resources and opportunities to realise their potential;
- 7.2.2 Grassroots football is an accessible way in which individuals can realise their potential, overcome social exclusion and contribute to the wellbeing of communities locally.
- 7.2.3 By making the best use of everyone's talents and potential it is possible to create a productive environment in which organisational goals are met efficiently and effectively
- 7.2.4 Through incorporating diversity into all its policies and procedures, practice, publications and activities, GSC can model and promote the importance and benefits of diversity to its staff, volunteers, membership and others

## **8. Responsibility and Implementation**

### **8.1. Responsibility**

- GSC through the Committee takes its responsibilities for equality and diversity seriously and recognises that any discrimination that exists can only be eliminated in partnership with members.

- Appropriate action will be taken to address any deficiencies in the implementation of the Policy, and disciplinary procedures may be used in the case of a breach of this policy.
- The Chairperson has overall responsibility for ensuring that this Policy is carried out.
- All members will promote, support and uphold this policy in all their dealings with other members, non-members and stakeholders.

## **9. Equality and Diversity Policy in Practice**

### **9.1 Training for GSC Committee and Members –**

GSC will seek out a training programme of training in equality and diversity for all members including Committee and Volunteers.

### **9.2 Service Delivery GSC**

will:

Provide quality services designed to meet a wide range of different needs and regularly review them to ensure that no one is disadvantaged;

Provide and publicise clear information on how members, non-members and stakeholders can comment about the services they have received. This can be dealt with through our Complaints Procedure.

Consult and actively listen to our members, non-members and stakeholders; and GSC will seek to ensure that all venues used for external meetings and events are accessible

### **9.3 Policy Development**

GSC resources and policies will be developed and reviewed against the context of the Equality and Diversity Policy.